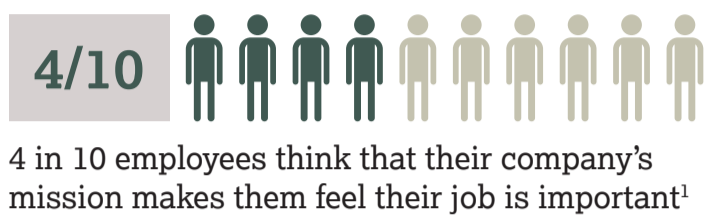
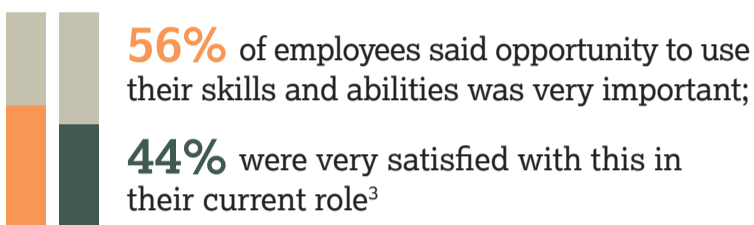
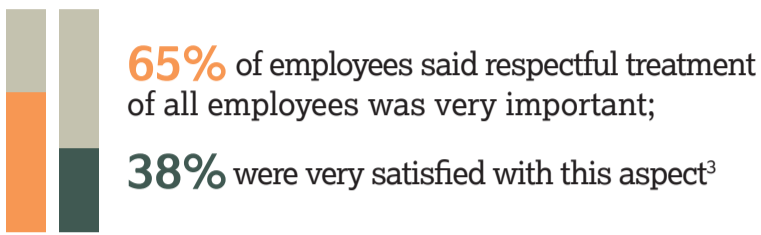


A SNAPSHOT OF EMPLOYEE ENGAGEMENT IN TODAY'S WORKFORCE

Increasing employee engagement is a top priority for many companies across the U.S. Before figuring out how to heighten engagement sentiment, senior leaders and managers must understand the current trends in employee engagement in order to effectively implement improvement strategies. Here is a snapshot of employee engagement in the U.S. workforce according to recent research and surveys:



Top 5 Job Satisfaction Factors:

1. Respectful treatment of all employees at all levels
2. Compensation/pay
3. Trust between employees and senior management
4. Job security
5. Opportunities to use their skills and abilities at work³



WHY LEAVE A JOB?

Career growth opportunities, pay and benefits, manager or management, company culture, and job fit¹



\$483-605 BILLION PER YEAR

Lost productivity due to disengaged employees costs \$483-605 billion per year in the U.S.¹



DECREASED ENGAGEMENT TREND

Employee engagement dropped to 63% in 2016 (24% are highly engaged; 39% are moderately engaged)²

WAYS TO INCREASE EMPLOYEE ENGAGEMENT:



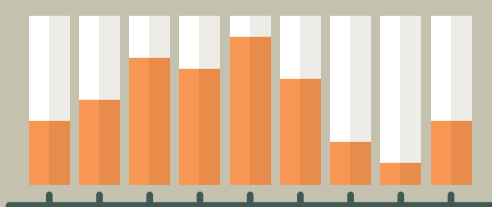
ENGAGE YOUR MANAGERS

Employees supervised by highly engaged managers are 59% more likely to be engaged than those supervised by disengaged managers¹



LEADERSHIP TRANSPARENCY

Emphasize equality and transparency from top leadership on down throughout the company³



Implement these Leadership practices:

1. Teach and expect managers to be coaches
2. Understand their performance management process
3. Align management strategy with employee and customer strategies¹

¹ Gallup (2017), *State of the American Workplace*, <http://news.gallup.com/reports/199961/state-american-workplace-report-2017.aspx>
² Aon Hewitt (2017), *How is Global Uncertainty Impacting Employee Engagement Levels?*, <http://www.aon.com/engagement17/>
³ SHRM (2017), *Employee Job Satisfaction and Engagement*, <https://www.shrm.org/hr-today/trends-and-forecasting/research-and-surveys/Documents/2017-Employee-Job-Satisfaction-and-Engagement-Executive-Summary.pdf>